

CITY OF SAN JOSE  
AND  
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL, IFPTE LOCAL 21  
(AMSP)  
TENTATIVE AGREEMENT


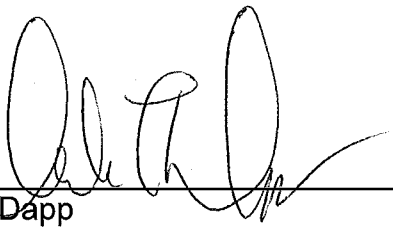
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**SICK LEAVE PAYOUT**

Any employee hired on or after September 30, 2012, shall not be eligible for any Sick Leave Payout.

Sick Leave Payout for employees hired on or prior to September 29, 2012, shall remain status quo as provided for in the Benefit and Compensation Summary for the Association of Maintenance Supervisory Personnel, IFPTE Local 21 (AMSP). Sick Leave Payout for employees hired on or prior to September 29, 2012, shall be subject to negotiations on successor agreements in 2013.

***This agreement is still considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreement of the parties reached during these negotiations on the issue of Sick Leave Payout. Anything not included in this document is not part of the Tentative Agreement.***

 _____ Alex Gurza Deputy City Manager	8-28-12 _____ Date	 _____ Dale Dapp President, Association of Maintenance Supervisory Personnel, IFPTE Local 21 (AMSP)	8/27/2012 _____ Date
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 _____ Nancy Ostrowski Senior Representative, IFPTE Local 21	8/27/12 _____ Date
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